

ATTACHMENT

January 1983

REPORT ON PERFORMANCE RATING LEVEL
LINKAGE TO AWARDS

A. The following issuances were reviewed:

1. Headquarters Regulations: Performance Appraisal Promotion Honor, Merit and Service Awards Special Achievement and Exceptional Accomplishment Awards Quality Step Increase paragraph
2. Field versions of the regulations in 1. above
3. Headquarters and Field Handbooks in the series
4. Headquarters and Field Notices in the series
5. Office of Personnel Memoranda and Notices
6. The Personnel Management Handbook
7. The Employee Handbook
8. The Personnel Management Handbooks of the five Career Services
9. SIS Notices
10. The Performance Appraisal Handbook
11. The Achievement Awards Program Handbook (Hqs) and Incentive Awards Program Handbook (Field)

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B. Status of QSI Issuances Review

1. The Executive Committee approved in June 1980 the policy that an overall PA rating of level 6 or 7 which is clearly supported by the narrative statements of the rating and reviewing officials is required for a QSI. This policy was reaffirmed by the then DDCI, Mr. Carlucci, in August 1980. The policy was announced in in May 1981 which expired in June 1982.

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2. With the expiration of the there is no document of regulatory weight which states the policy. There is however, a chart in the Achievement Awards Program Handbook and the Incentive Awards Program Handbook

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which presents a graphic comparison of the various types of performance awards which does show a PAR level 6 or 7 requirement for a QSI. This Handbook certainly is an official document but doesn't carry the weight of regulation except in that it should accurately reflect Agency regulations on the subject matter.

3. The current Personnel Management Handbook reflects the policy; however, the revised version which is at the printers does not.

4. There is no linkage of a specific rating level to the QSI in either the [] or any other current official Agency issuance.

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C. Status of SIS Issuances Review

The Executive Committee approved in September 1980 the policy that an overall PAR rating of level 6 or 7 is required for SIS performance awards and rank stipends. This policy appears in the various Agency issuances listed below and was recently reaffirmed in SIS Notice No. 16 dated October 1982.

The Policy concerning SIS performance awards appears in the following issuances:

1. SIS Handbook, July 1981 (currently felt to be outdated and not in use)

2. Personnel Management Handbook

3. Achievement Awards Program Handbook (comparison chart)

4. Draft of proposed [] (currently on hold) intended to institutionalize the SIS program

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